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June 1973

OCCUPATIONAL ANALYSIS OF PHOTOGRAPHIC INTELLIGENCEMAN (PT) AND RELATED NECs

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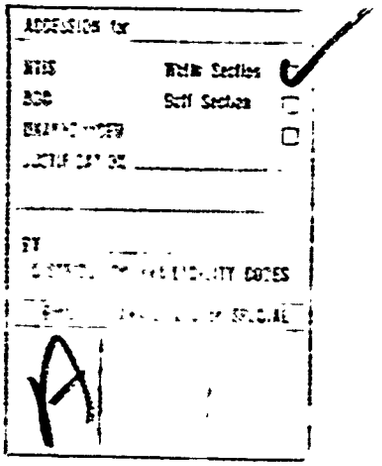
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OCCUPATIONAL ANALYSIS OF PHOTOGRAPHIC INTELLIGENCEMAN (PT) AND RELATED NECs.

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FOREWORD

This report is the first in a series of special occupational analysis reports from the Naval Occupational Task Analysis Program (NOTAP) in support of Advanced Development Objective 43.07X, Manpower Effectiveness.

Data used in this report is from the data bank of the Photographic Intelligenceman (PT) rating and Yeomen with NEC YN-2505.

The basic data were collected and preliminary analyses were made by the following individuals whose efforts were paramount to the compilation of the report.

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ABSTRACT

A study of the Photographic Intelligenceman (PT) rating revealed a predominance of overlapping of tasks with those being performed by the Naval Intelligence Clerk, YN-2505. The areas of overlap are primarily in administrative and support functions. Technical functions are being performed, but not to the degree for which both formal and NEC training has been given. Use of certain unique equipment is minimal and does not justify extensive training. Use of senior petty officers to perform junior petty officer level tasks indicate that better management of skill qualifications can be made. Concomitantly, retention incentives at the lower paygrade level are probably reduced by such use of the senior petty officers.

The feasibility of establishing a discrete rating to encompass all facets of the intelligence community is recommended. Restructuring and formatting of new rating examinations, practical factors, course outlines, and duty assignments are also recommended. Utilization of non-technical intelligence members for non-technical intelligence duties is stressed, along with more administrative training for all intelligence personnel so that they may pursue a career in a broad competitive field with adequate promotional opportunities.

TABLE OF CONTENTS

		Page
Foreword		ii
Abstract		iii
I.	INTRODUCTION	
	A. Background of Naval Occupational Task Analysis Program (NOTAP)	1
	B. Purpose	2
	C. Data Collection and Survey Methodology	2
	D. Historical Development of the Photographic Intelligenceman (PT) Rating	2
II.	OVERVIEW OF THE PHOTOGRAPHIC INTELLIGENCEMAN (PT) AND NEC YN-2505 TODAY	
	A. NEC Structure and Training	5
	B. Formal School Training	5
	C. Retention Rates	5
	D. Paygrade Structure for PTs and YN-2505s	6
	E. Time in Service/Time in Paygrade	8
III.	ANALYSIS OF SURVEY DATA	
	A. Comparison of Selected Shipboard, Squadron, and NAIRU Units	9
	B. Fleet Intelligence/Computer Functions	11
	C. Stereometric Comparison Viewer (SCV) Operation	13
	D. PT Task Items Applicable to Plan of Course Instruction	14
	E. Practical Factors Vs Task Statements	15
	F. Comparison of Time Spent in Duty/Functional by PTs and YN-2505s	15
	G. Overall Comparison of Performance in Duty/Functional Areas by All PTs and YN-2505s	17
	H. Stated Duty Performance (Job Titles)	18
	I. Duties Being Performed by Personnel in Other Ratings (CT and YN)	19
	J. Job/Career Satisfaction/Dissatisfaction	20
	K. Equipment Utilization	24
IV.	FINDINGS AND CONCLUSIONS	25
V.	RECOMMENDATIONS	27

Page

Glossary of Terms..... 29

Attachments

A. Type and Numbers of Participating Activities..A-1
B. Average Percent of Time Spent on Tasks Performed in Squadrons, NAIRU Units, and Aboard Ships.....B-1
C. Average Percent of Time Spent on Tasks Performed in Fleet Intelligence/Computer Functions.....C-1
D. Comparison of Training Course Items with Task Statements.....D-1
E. Practical Factors Vs Task Statements.....E-1
F. Comparison of Paygrade Participation by Duty/ Functional Areas for PTs and YN-2505s.....F-1
G. Comparison of Task Involvement in Selected Support Areas of PTs and YN-2505s.....G-1
H. Equipment Utilization.....H-1
I. Job Satisfaction Statements from Task Inventory Booklet.....I-1

I. INTRODUCTION

A. Background of Naval Occupational Task Analysis Program (NOTAP)

Previous research in the area of occupational analysis has determined that data collection and analysis systems already in existence could be adapted for Navy use. Moreover it has been determined that valid and reliable occupational information could be obtained from billet incumbents. Tests of the uses of a data gathering instrument and data processing techniques were conducted during a pilot test and then a Navy-wide test of the Boatswain's Mate (BM) rating. These tests proved conclusively that the task inventory booklet (questionnaire) is a reliable occupational data gathering instrument.[1]

The Naval Occupational Task Analysis Program (NOTAP) was initiated during January 1971 to field test, Navy-wide, a method of accumulating occupational data from enlisted personnel in billets throughout the Group IX (aviation) ratings.[2] Concurrently, NOTAP would provide data for an enlisted occupational data bank. The same types of data gathering instruments as used in the referenced studies above also have been used to collect and process data from the Air Controlman (AC), Aerographer's Mate (AG), Aircrew Survival Equipmentman (PR), Aviation Structural Mechanic (AM), and specific paygrades (E-5 and below) of four Avionics ratings (AX, AQ, AE and AT). The data collection and processing techniques used in this rating (PT) are the same as described above and are discussed in more detail in paragraph C - Data Collection and Survey Methodology.

Various research reports have already been published (and others are in the process of completion) to demonstrate the different uses of NOTAP data in such functions as training programs, billet evaluations, development of qualifications for advancement, personnel utilization, equipment utilization, and rating restructuring.

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[1]Marshall, C. T. and PNC Shaw, S. A. Occupational Analysis: Report on Data Collection Phase of Navy-wide Field Test of Boatswain's Mate Rating. Naval Personnel Research and Development Laboratory, Washington, D. C. WRM 72-11. September 1971.

[2]Cullison, M. D. Occupational Analysis: Report on Data Collection of Navy-wide Test of Group IX Ratings. Naval Personnel Research and Development Laboratory, Washington, D. C. WRM 72-35. June 1972.

B. Purpose

The purpose of this investigation was to examine the tasks, jobs, and duties being performed by personnel assigned to Photographic Intelligenceman (PT) and Naval Intelligence Clerk (YN-2505) billets to determine the existence of sufficient requirements for the development of a single enlisted "intelligence type" rating. The investigation was also directed toward a demonstration of the applicability (or non-applicability) of formal school curricula to the job and the degree of utilization of related PT or YN-2505 equipment. Data from this study are available to authorized consumers for their further application or study.

C. Data Collection and Survey Methodology

The starting date for the investigation of this rating was March 1972. Research of school curricula and publications, observation and interviews at job locations, inventory booklet construction, and inventory administration were all completed by October 1972. Team administration was accomplished by NOTAP analysts in those activities that were most accessible. Command proctoring was accomplished in overseas units, aboard ships, and in units at remote locations. Task inventories were administered to separate groups of Photographic Intelligencemen (PT) and Naval Intelligence Clerks (YN-2505). Sample sizes and on-board strengths for the study are shown in Table 2. Types of units contacted are listed in Attachment A. One hundred and seventy-two activities in 49 different types of units responded to the survey.

Returned response packets were optically scanned to magnetic tape and the data were input to an IBM 370/155 computer for further processing. A total of 828 cases were processed by the Comprehensive Occupational Data Analysis Program (CODAP) routines which provided printouts for use in analysis of the rating. Results of the analyses conducted by NOTAP analysts are the bases for this report. The same data and related analyses are available, upon request, to other concerned agencies for their further study and analysis.

D. Historical Development of the Rating

Experience during and subsequent to World War II demonstrated the desirability of having U. S. Navy enlisted personnel trained to perform functions in the fields of photo

interpretation, photogrammetry, and cartography. These functions had been performed largely by officer personnel during the entire pre-Korean war period.

In December 1951 recommendations were made to the Chief of Naval Personnel (CNP) for the establishment of a general service rating for a Photographic Interpretation Technician. These recommendations were not approved by the Chief of Naval Operations (CNO) because of a "lack of peace-time need". At that time emphasis was being placed on closer control of assignments of trained personnel and better utilization of graduates of the Photo Interpretation and Photogrammetrist courses in billets requiring their knowledge and skills.

During the period 1952-1957, several requests to establish a separate intelligence rating were made. Ultimately, in August 1957 the Secretary of the Navy approved the establishment of the Photographic Intelligenceman (PT) rating. At that time approximately 18 different Navy ratings were filling 241 intelligence billets as follows:

BM-2	RM-9	AT-6
QM-107	CS-1	AO-6
SM-11	SH-1	AB-2
RD-2	DM-5	AQ-1
GM-1	EN-1	PH-70
FT-2	AD-13	AN-1

(Complete titles of these ratings are given in the Glossary of this report).

Personnel with the above ratings also held special program codes pertaining to special skills required by intelligence duties. In order to provide personnel with clerical and typing ability the NEC of YN-2503, Naval Intelligence Clerk, was established and other program codes were phased into the Photographic Intelligenceman (PT) requirements and skills. In September 1959 the present NEC of YN-2505 was established with the present title of Naval Intelligence Clerk.

Since the photographic functions in the Navy normally came under the Deputy Chief of Naval Operations for Air the PT rating was placed in the Group IX (aviation) category with training under aviation direction. In February 1958 the Chief of Naval Operations placed the technical control of air, photographic, and radar intelligence under the Director of Naval Intelligence. In June 1959, the training responsibility of the rating was split between the Chief of Naval Personnel and the Chief of Naval Operations.

While the career program of intelligence officers has been restructured to meet new requirements, the enlisted rating structure has remained basically unchanged and not under the sponsorship of Naval Intelligence. As of this writing the Photographic Intelligenceman (PT) rating and its related NECs are under study to determine what rating structure and career progression pattern should exist within an intelligence community and as an independent rating. The data used in this report have also been made available to all activities of the Naval Intelligence Command for their use in an ongoing feasibility study. Since March 1972 the Naval Intelligence Command has been cooperating with the Naval Personnel Research and Development Laboratory in the conduct of data gathering and analyses of the PT rating and the YN-2505 community to obtain data for the efforts stated above. This report is a product of some of those analyses and data studies.

II. Overview of the Photographic Intelligenceman (PT) Rating Today

A. NEC Structure and Training

The PT rating has two NECs; PT-6701, Sensor Interpreter, and PT-6733, Integrated Operational Intelligence Center (IOIC), Photo Interpretation Operator.

The applicable course for the Sensor Interpreter is conducted at Offutt Air Force Base, Omaha, Nebraska. All applicants must be qualified in accordance with ONI security clearance specifications.

The Integrated Operations Intelligence Center (IOIC) Photographic Interpretation Operator course is currently conducted at the Naval Air Station, Albany, Georgia. This course trains photo interpretation personnel to utilize unique photo analysis equipment in the IOIC. Graduates are eligible for the award of NEC PT-6733.

B. Formal School Training

Formal school training for this rating is conducted during a 16 week period at Lowry Air Force Base, Colorado, Course No. 3ABR20630-1, Photographic Intelligenceman.

This course trains naval airmen to perform duties prescribed in NAVPERS 18068C, Manual of Qualifications for Advancement in Rating. Materials are presented in sequence and constitute "blocks" of instruction. Comparisons between some of the material taught in classes and the actual application of training in the fleet are made in Part III of this report.

C. Retention Rates

In an effort to be more comparative with the statistics published in Navy and Marine Corps Military Personnel Statistics (NAVPERS 15658) for the period 1 July 1972 thru 31 December 1972 the figures in the following tables are categorized by "first termers" and "career" personnel.

TABLE 1

REENLISTMENT INTENTIONS OF FIRST TERM AND CAREER PERSONNEL OF THE PT RATING AND YN-2505 NEC

Reenlistment Intentions	First Termers		Career	
	PT	YN-2505	PT	YN-2505
	No. %	No. %	No. %	No. %
Will Reenlist	12(7.5)	6(5.8)	92(65.7)	270(73.8)
Will Not Reenlist	120(75.5)	76(73.1)	27(19.2)	45(12.3)
Uncertain	27(17.0)	22(21.1)	21(15.1)	51(13.9)
Total	159	104	140	366

UNADJUSTED REENLISTMENT RATES THRU DECEMBER 1972 (CUM)

	First Term	Career	Overall
PTs	40.7%	93.8%	69.5%
YN-2505s	19.0%	96.5%	44.4%
Overall USN	21.8%	90.5%	44.1%

A comparison of the two sets of statistics above reveals the possibility that many personnel are undecided on a military career until very late in their first enlistment. Also the PT rating seems to offer more of a competitive career area than the YN-2505, plus a Variable Reenlistment Bonus (VRB).

D. Paygrade Structure for PTs and YN-2505s

During the investigation task inventories were administered to a representative sampling of both the PT rating and Yeomen holding the NEC of YN-2505. Comparative statistics for both groups are shown in Table 2.

Table 2

PERCENT OF PTs AND YN-2505s
(By Rate and Paygrade)

PHOTOGRAPHIC INTELLIGENCEMAN (PT)

Paygrades	On Board Navy-Wide	Sample Population	Percentages
E-9	7	5	71
E-8	8	5	63
E-7	53	28	53
E-6	122	66	54
E-5	152	76	50
E-4	133	88	66
E-3	82	29	35
TOTALS	557	297	53

NAVAL INTELLIGENCE CLERK (YN-2505)

Paygrades	On Board Navy-Wide	Sample Population	Percentages
E-9	11	5	45
E-8	46	29	63
E-7	170	106	62
E-6	269	180	67
E-5	120	84	70
E-4	53	42	79
E-3	24	21	88
TOTALS	693	467	67

Sixty-four additional individuals were included as tabulated below in the overall study since they reported they were filling billets coded as YN-2505. However, they were not included in the statistics in Table 2. (See Part III)

Communications Technician	(CT)	18
Yeoman	(YN)	41
Photographic Intelligenceman (E-2)	(PT)	2
Yeoman (YN-2505) (E-2)	(YN)	3

E. Time in Service/Time in Paygrade

The average time spent in the Navy and the average time spent in paygrade were computed for 297 PTs and 470 YN-2505s. A significant difference exists in the time in paygrades E-5, E-6 and E-7 between PTs and YN-2505s. This difference could be the result of the comparatively low reenlistment rate of YN-2505s "first termers" as compared to the PTs and/or the present requirement for YN-2505s to compete with a larger community for promotion, i.e., all other yeomen.

TABLE 3

PT

	E-9		E-8		E-7		E-6		E-5		E-4		E-3	
	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.
AVG. TIME IN NAVY	23	10	17	04	15	02	10	10	04	11	02	08	01	08
AVG. TIME IN PAYGRADE	02	01	00	10	02	04	03	03	01	03	00	11	00	10

YN-2505

	E-9		E-8		E-7		E-6		E-5		E-4		E-3	
	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.	YR.	MO.
AVG. TIME IN NAVY	21	03	18	05	16	05	11	11	05	00	02	03	01	06
AVG. TIME IN PAYGRADE	01	05	02	00	03	05	04	00	02	00	00	08	01	00

III. Analysis of the PT Survey Data

A. Comparison of Shipboard, Squadron and NAIRU Units

Job descriptions were obtained for 6 distinct clusters of personnel shown on the Hierarchial Diagram of CODAP in work related areas. The 6 clusters were further identified by the tasks performed and then by activity code as shipboard, squadron, and NAIRU units. Furthermore, these same 6 clusters all grouped at one stage and consisted of 101 members. Eighty-nine were PTs, 10 were Yeomen assigned NEC YN-2505, and 2 were YN in training for the NEC of YN-2505.

Seventeen functional duty areas were examined to compare the task involvement of both PTs and YN-2505s. A continuous overlap and commonality existed in the tasks performed in these types of billets, yet all tasks could actually have been performed by one intelligence trained individual. The recapitulation of these duty areas is shown in Table 4. A more detailed explanation of each group's involvement, showing percentages, as well as numbers of personnel involved, is presented in Attachment B.

TABLE 4

COMPARISON OF TASK INVOLVEMENT OF SELECTED PTs AND YNs IN 101 BILLETS

DUTY/FUNCTIONAL AREA	NO. TASKS PERFORMED TOTAL	PT(89)	YN-2505(12)	COMMENT
A. Organizing and Planning	7	7	6	Very common
B. Supply Functions	12	12	11	Again very common
C. Training	13	12	3	Professionally more in the PT groups
D. General Administration	29	27	22	General in nature and common to both
E. Miscellaneous	16	15	11	Common, yet indirectly related to either PTs or YNs
F. Security Functions	17	17	15	Very common (as the name suggests)

TABLE 4 (Cont'd)

DUTY/FUNCTIONAL AREA	NO. TASKS PERFORMED TOTAL	PT(89)	YN-2505(12)	COMMENT
G. Mailrooms	10	9	6	Normally Yeomen area, but common in these billets
H. SCV Operations	23	12	2	Separate study made in this area
J. Photographic Interpretation	33	32	4	Little commonality - all PT tasks
K. YN Personnel	15	6	6	Little performance in an unrelated area
L. PT Administration	21	21	11	Some overlap by Yeomen in PT work areas
M. Mission Planning	24	23	11	Some more involvement of Yeomen in PT functions
N. YN Administration	14	13	11	Pure clerical. Considerable overlap
P. Budgeting	8	3	0	Purely a management area
Q. Photography	20	19	11	Highly related to Photographer's Mate tasks
R. YN-2505 Miscellaneous	11	6	6	Area related to CT, DP and RM tasks
S. YN-2505 Administrative	32	24	14	Considerable, but not large, overlap in the area that was designed for a PT, YN-2505 relationship

As indicated, the continual overlap and commonality of task performance in other than the pure technical areas by both PTs and YNs indicates the overall versatility of the PT

at being self-supporting, both administratively and technically, and further demonstrates the need for more administrative training in PT "A" school.

B. Fleet Intelligence/Computer Function

Seventy-three members, identified as working in various phases of a Fleet Intelligence/computer environment, were investigated to determine commonality or definite differences in type of tasks performed, as well as amount of performance by PTs and YNs. Thirty-seven members of the group were PTs, 31 were YN-2505s, and 5 were Yeomen in training for the award of the NEC of YN-2505.

Seventeen duty areas were examined in the same manner as demonstrated in paragraph A and Attachment B. In the area of "SCV Operations" there were no responses. Here again referral is made to a separate study of this work area later in this report. Statistics for job performance of personnel in the various duty areas of this work environment are shown in Table 5. Additional statistics are shown in Attachment C.

TABLE 5

DUTY PERFORMANCE OF PT AND YN-2505 IN FLEET INTELLIGENCE/COMPUTER ENVIRONMENTS

DUTY/FUNCTIONAL AREA	NO. OF TASKS PERFORMED TOTAL	PT(37)	YN-2505(36)	COMMENT
A. Organizing and Planning	7	6	7	Common tasks
B. Supply Functions	12	10	12	Common tasks
C. Training	13	9	6	Professional tasks of the PT rating
D. General Administration	29	24	24	High commonality without too much "professional" training or background
E. Miscellaneous	16	13	14	Common tasks not directly related to PTs or YNs

TABLE 5 (Cont'd)

DUTY/FUNCTIONAL AREA	NO. OF TASKS PERFORMED TOTAL	PT(37)	YN-2505(36)	COMMENT
F. Security Functions	17	16	17	Very common for an "intelligence" type rating
G. Mailrooms	10	9	9	Should be YN tasks but commonality exists
H. SCV Operations	--	--	--	No responses
J. Photographic Interpretation	33	22	3	Almost nc commonality. All PT tasks
K. YN Personnel	15	2	5	Not related to either PT or YN-2505
L. PT Administration	21	14	5	Should be exclusively PT requirements
M. Mission Planning	24	22	10	Also considered a PT function
N. YN Administration	14	8	12	Some overlap in a computer clerical area
P. Budgeting	8	1	1	Management area
Q. Photography	20	15	5	Little commonality. Tasks related to PH rating
R. YN-2505 Miscellaneous	11	1	7	Area more related to CT, RM, and DP ratings
S. YN-2505 Administrative	32	16	24	Reason for the PT, YN relationship

Here again, as in Table 4, with the exception of participation in technical type tasks, the PT revealed a sufficiently significant amount of overlap with the YN-2505 tasks to warrant a single identifier (rating) for all the tasks that are professionally related to the intelligence functions.

C. Stereometric Comparison Viewer (SCV) Operation

In support of the statistics provided in Tables 4 and 5 regarding the use and/or operation of the Stereometric Comparison Viewer (SCV) the investigation revealed that of the 40 PTs who had the SCV available, only 31 responded to its use or operation. Additionally, one Yeoman responded to operating the equipment and was included in the overall study of the equipment. The 31 individuals in the study also responded that these tasks utilized an average of 7.33% of their time.

Comments were received from four billet incumbents who stated various reasons for the non-use of this equipment. One of these comments is as follows: "The last school I attended was to learn how to use the Stereoscope Comparison Viewer (SCV) which is part of the Integrated Operational Intelligence Center (IOIC) I have never used this training as it was intended. The SCV aboard ship has not worked since I've been aboard. The only use this training has been is to check code block readability, not accuracy. The key to the program is the code block out of the RA5C aircraft. This code block is readable less than 50% of the time and the accuracy is less than 5%."

Other reasons given for non-use were of the same tenor, for example:

a. "The code blocks out of the RA5C are not correct and readable."

b. "The SCV aboard the ship does not work."

c. "The SCV is too slow for a tactical situation."

d. "Did not use SCV during MED cruise, except for VIP tours."

The cost of installation and maintenance of this equipment, as well as training costs for its use, appear to warrant a closer look at its justification for retention.

D. Plan of Instruction Applicability to PT Tasks

A review of the plan of instruction for course 3ABR20630-1 was made to determine the utilization of certain learning objectives when applied to the practical aspects of the PT rating. Task statements comparable to specific blocks of instructional material were checked for percentages and numbers of individuals who performed the tasks, as well as the average time spent on the tasks by that group of personnel. Because of the small numbers of personnel in paygrades E-2, E-8 and E-9 in the PT sample they were omitted from the results. Block IX of the plan of instruction was not included since it is a working problem and incorporates all the material in instructional blocks preceding it. The data reflected in Attachment D is a compilation of all individuals in all paygrades performing applicable tasks in a particular block. This data was compiled from statistics showing the actual participation by paygrades by task statement. This additional information is available to those activities or agencies who require such specific descriptions for career development or training purposes.

One hundred and twenty task statements in all were examined, by paygrade, to determine the overall performance and the number that exceeded a participation rate of 20% by billet incumbents. Task statements in the course curricula fell into the following percentage categories:

% Responding	No. of Statements as Learning Objectives
0 - 10%	38 (23 in SCV Operations)
11 - 20%	31
21 - 30%	18
31 - 40%	20
41 - 50%	9
Over - 50%	4

Close examination should be made to determine if those learning objectives which rated less than 10% response should be considered for the formal classroom. Perhaps on-the-job training is more appropriate and practical. The one exception to this approach would be the 23 tasks in SCV. Use of these tasks is contingent upon how extensive the equipment is to be used and the fact that concentrated training is given in the IOIC course at Albany, Georgia.

E. Practical Factors Vs. Task Statements

The practical factors in the Manual of Qualifications for Advancement were compared with appropriate task statements relating to each factor. In several instances the existing paygrade structure did not agree with the structure determined through use of a NPRDL R&D procedure, which evaluated tasks and paygrade structures for "Quals" items. In such instances that practical factor is shown in Attachment E to this report. Of the 26 practical factors examined 11 were determined to be in need of a grade adjustment.

In the event a single intelligence rating were to be established, additional "Quals" practical factors should be included to encompass those intelligence and security tasks now being performed by the YN-2505.

The practical factor comparisons shown in Attachment E are made from obtained responses from 297 PT billet incumbents in paygrades E-3 through E-9.

F. Comparison of Time Spent in Duty/Functional Areas by PTs and YN-2505s

A comparison, by paygrade, was made for each functional duty area responded to by PTs and YN-2505s showing the average percent of time being spent in these tasks by that group. The comments in the following paragraphs are based on the percentage figures reflected in Attachment F.

1. Organizing and Planning - Showed a proper continuous upward increase from E-4 to the E-9 management level for both PT and YN-2505.

2. Supply Functions - Should be less involvement in the top three paygrades in each case.

3. Training - Junior PTs should show less training. Independent duty of YNs restricts the degree of involvement expected.

4. General Administration - Indicates too much involvement of the same tasks by all paygrades of both PTs and YN-2505. Perhaps tasks belong to YN-0000 (if not intelligence related).

5. Miscellaneous - These tasks are not related to the PT, yet much time was being spent here. YN-2505

involved in tasks that indicated LCPO duties. A follow-up of duty titles indicated 6% of the PTs perform LCPO duties but 18% of the YN-2505s performed these tasks. Should be a lower involvement by both groups.

6. Security Functions - The broad involvement here represents the basic concept of the jobs and billets being filled, particularly on independent duty.

7. Mailroom - Too much PT participation. Too many senior paygrade YN-2505s doing these tasks. Possibly a good support personnel duty area.

8. SCV Operations - A strictly PT duty area but encompassing a very few members. Rather expensive equipment for so little participation. Approximately 36 hours of instruction spent in this particular area.

9. Photographic Interpretation - For the PT this represented "A" school training. Very little if any YN-2505 participation. A higher degree of involvement by lower paygrades (E-3 thru E-6) was expected.

10. YN Personnel - Very little PT response. Reflect mainly independent duty task of the YN-2505.

11. PT Administration - Too much response from all paygrades. Needs a better structure of involvement. YN-2505s show very little response to a PT area.

12. Mission Planning - Too great an involvement at lower paygrade levels, otherwise the need for higher paygrade is negative. Also too much YN involvement in a PT area.

13. YN Administration - Pure Yeoman tasks. Too much common participation by both PT and YN-2505.

14. Budget - Very little PT involvement. YN-2505 performance the result of independent duty.

15. Photography - E-4 "Quals" of the PT rating and non-rating related items. YN-2505s are involved on independent duty.

16. YN-2505 Miscellaneous - Very little PT participation, but none expected. YN-2505s perform tasks of a general service nature.

17. YN-2505 Administration - PTs show considerable performance. YN-2505s perform these tasks less than expected. Distribution is too even among paygrades.

A summation of the participation in these duty areas would not be complete without the following overall evaluations; PTs demonstrate performance of many extra administrative and sundry tasks, while the YN-2505s seem to be using the top-level petty officer in other than a supervisory capacity. Better procedures for assignment of junior petty officers would help alleviate this condition and allow better utilization of supervisory personnel.

G. Overall Comparison of Duty Functional Areas for all PTs and YN-2505s

To further demonstrate the commonality of performance in the "support" intelligence tasks a close examination reveals a substantial amount of overlap by PTs in specific functional areas such as security, data processing, mailroom operations and YN-2505 administration. Specific task statements have been extracted from the job descriptions for these related areas to show the amount of participation and to illustrate the commonality of these tasks to both PTs and YN-2505s. These extracted statements are listed in Attachment G. The overall performance by all PTs and YN-2505s is shown in Table 6.

TABLE 6

COMPARISON OF TASK INVOLVEMENT OF ALL PTs AND YN-2505s
(By Duty/Functional Areas)

DUTY/FUNCTIONAL AREA	NO. PERFORMING		AVG. % TIME SPENT	
	PT(299)	YN-2505(470)	PT(299)	YN-2505(470)
A. Organizing and Planning	132	294	2.49	3.94
B. Supply Functions	221	301	6.00	3.28
C. Training	221	256	4.48	2.08
D. General Administration	259	443	13.71	18.37
E. Miscellaneous	273	396	7.15	5.81
F. Security Functions	276	453	11.64	19.53

TABLE 6 (Cont'd)

DUTY/FUNCTIONAL AREA	NO. PERFORMING PT(299)	NO. PERFORMING YN-2505(470)	AVG. % TIME SPENT PT(299)	AVG. % TIME SPENT YN-2505(470)
G. Mailrooms	116	347	2.28	8.38
H. SCV Operations	49	7	1.29	.08
J. Photographic Interpretation	233	29	15.90	.29
K. YN Personnel	24	274	.42	3.32
L. PT Administration	244	180	6.86	1.93
M. Mission Planning	265	165	14.66	2.90
N. YN Administration	122	402	1.80	10.64
P. Budgeting	11	89	.08	.64
Q. Photography	243	137	7.07	1.28
R. YN-2505 Miscellaneous	49	188	.30	2.62
S. YN-2505 Administrative	195	413	3.79	14.86

H. Stated Duty Performance (Duty Title)

Personnel in both the PT rating and NEC YN-2505 were asked to respond to their performance of certain listed duties. The numbers of personnel responding to selected duty titles were as follows:

Duty Title	PT(299)	YN-2505(470)
Receptionist	107	348
Top Secret Control Officer	18	99
Classified Material Control Officer	27	99
Classified Material Control Yeoman	74	259
Courier	95	216

Duty/Title	PT(299)	YN-2505(470)
Duty Yeoman	24	216
Intelligence Analyst	157	127
Leading Chief Petty Officer	18	85
Commanding Officer's Writer	3	56
Plotter Watch	21	56
Security Officer	21	42
Intelligence Officer	15	33
Integrated Operational Intelligence Center Watch (IOIC)	50	19
Air Intelligence Officer	21	5

Extensive performance of YN-2505s in tasks other than intelligence related functions supports the use of the YN-0000 in these particular tasks, particularly in such areas as receptionist, duty yeoman, commanding officers' writer, etc.

I. Duties Performed by Other Ratings

The Communications Technicians (CT) and Yeomen (YN-0000) included in the investigation were found to be performing in areas primarily concerned with general administration, security functions, mailrooms, and intelligence administration. If a single intelligence rating were developed it would have to include many of those tasks and responsibilities now performed by YN-0000s and CTs.

The following table demonstrates the range of performance of intelligence type duties, by numbers and percent of time spent, in each functional work area of CTs and YNs.

TABLE 7

SUMMARY OF PT AND YN-2505 DUTY/FUNCTIONAL AREAS
BEING PERFORMED BY OTHER RATINGS
(CT AND YN-0000)

DUTY/FUNCTIONAL AREAS	CT		YN	
	NO.	% TIME	NO.	% TIME
A. Organizing and Planning	3	(0.83)	23	(2.83)
B. Supply Functions	9	(3.30)	24	(4.13)
C. Training	2	(0.78)	15	(1.13)
D. General Administration	16	(20.12)	40	(20.42)
E. Miscellaneous	14	(9.40)	35	(6.53)
F. Security Functions	16	(15.63)	40	(19.02)
G. Mailrooms	15	(14.88)	31	(11.72)
H. SCV Operations	0	0	0	0
J. Photographic Interpretation	0	0	1	(0.07)
K. YN Personnel	5	(4.62)	22	(4.19)
L. PT Administration	6	(2.51)	5	(0.90)
M. Mission Planning	4	(1.84)	13	(1.72)
N. YN Administration	12	(6.97)	36	(10.98)
P. Budgeting	1	(0.08)	5	(0.36)
Q. Photography	2	(0.40)	9	(0.55)
R. YN-2505 Miscellaneous	1	(1.19)	7	(1.33)
S. YN-2505 Administration	17	(17.41	38	(14.07)

J. Job and Military Career Satisfaction/Dissatisfaction

In order to provide a more in-depth view of the PT and YN-2505 personnel, an analysis was made of the greatest sources of satisfaction and dissatisfaction, as well as an analysis of the relative satisfaction between paygrades on selected factors. The methodology used in this investigation is based upon that developed in a previous report.[3] In this study, the difference of means test was used to determine whether or not the difference between two successive means or arithmetic averages was statistically significant. In the study of satisfaction/dissatisfaction for these two groups of personnel, factors were clustered or grouped together which were found to be statistically equivalent.

[3]Goldman, L. A. Occupational Analysis: Report of Analysis of Job Satisfaction Data for Aerographer's Mate Rating. Naval Personnel Research and Development Laboratory, Washington, D. C. WTR 73-13. February 1973.

Part G of the task inventory booklet contains 34 factors pertaining to the job itself or pertaining to external conditions not directly relating to the job (that is, relating to one's military career). In addition, there are two overall measures of satisfaction; one relates to the job, Present Job Satisfaction, while the other relates to the individual's military career, Overall Military Career Satisfaction. For each factor, an individual responded to an item pertaining to "How Much is There Now?" on a "1" to "5" scale, with "1" indicating the minimum value and "5" indicating the maximum value. (See Attachment I for these factors and the two overall measures of satisfaction as they appear in Part G of the task inventory).

1. Job/Military Career Satisfaction in the PT Rating

With reference to the 34 job and military career factors, those factors indicating the greatest degree of satisfaction in the PT rating are clustered as follows:*

Adequacy of relations with subordinates
Responsibility and independence in carrying out the job
Frequency of job changes
Adequacy of relations with supervisors

Responsibility and independence in carrying out the job
Frequency of job changes
Adequacy of relations with supervisors
Opportunity to do the entire job

On the other hand, those factors which show the greatest degree of dissatisfaction are as follows:

Proper utilization of money and/or resources
Allowances
Recognition for work done
Adequacy of living conditions
Opportunity for growing and developing
Adequate operation of the military system
Status within the organization
Training for the job

Thus, Adequacy of relations with subordinates, Responsibility and independence in carrying out the job, Frequency of job changes, and Adequacy of relations with supervisors,

*Note: Factors appear in two clusters whenever they are equal to two or more other factors which are statistically different from each factor.

which are equally satisfying, are the source of highest satisfaction. The latter three factors appear in two clusters because Adequacy of relations with subordinates is more satisfying than Opportunity to do the entire job. Proper utilization of money and/or resources is the source of greatest dissatisfaction, while seven other factors are more dissatisfying than the other factors, with the exception that they are more satisfying or less dissatisfying than Proper utilization of money and/or resources.

The sources of greatest satisfaction generally indicate that PTs have harmonious relationships with both subordinates and supervisors, that the concept of personal responsibility is successfully realized, and that PTs are subjected to relatively infrequent job changes. Conversely, these individuals are probably not being properly utilized and/or they observe a high degree of malutilization of available resources, particularly equipment and money. These sources of dissatisfaction were substantiated through subjective comments made by PTs on the open-ended questionnaire.

A separate analysis was made of the degree of satisfaction between paygrades on the two overall measures of satisfaction. In addition, the differences between paygrades, if any, on the greatest source of dissatisfaction were investigated.

Regarding Present job satisfaction, all paygrades were equally satisfied with the exception that E-7s were more satisfied than E-5s. Pertaining to Overall military career satisfaction, E-6s and above were more satisfied than E-5s and below. Regarding Proper utilization of money and/or resources, all paygrades were equally satisfied (or dissatisfied), with the exception that E-7s were more satisfied than E-4s and E-5s.

2. Job/Military Career Satisfaction Among YN-2505 Personnel

With reference to the 34 job and military career factors, those factors indicating the greatest degree of satisfaction among YN-2505 personnel are as follows:

Frequency of job changes
Responsibility and independence in carrying out the job
Adequacy of relations with supervisors

Responsibility and independence in carrying out the job

Adequacy of relations with supervisors
Adequacy of relations with subordinates

Opportunity to do entire job
Competence of seniors

On the other hand, those factors which show the greatest degree of dissatisfaction are as follows:

Training for the job

Opportunity for promotion

Opportunity for growing and developing
Opportunity for achievement
Job appeal
Status within the organization
Allowances
Proper utilization of money and/or resources
Adequate operation of the military system
Job challenge

Thus, like the PT personnel, YN-2505 individuals find Frequency of job changes, Responsibility and independence in carrying out the job, Adequacy of relations with supervisors and Adequacy of relations with subordinates to be the most satisfying factors. Training for the job is the most dissatisfying factor, then Opportunity for promotion, followed in turn by eight factors which are equally dissatisfying, but more satisfying than Training for the job and Opportunity for promotion.

The sources of greatest satisfaction for YN-2505 personnel are parallel to those for incumbents within the PT rating. On the contrary, YN-2505s feel that they do not receive sufficient training. Also, their opportunity for promotion is hindered, probably because they must compete with all YNs for advancement. This was substantiated through subjective comments made by the YN-2505s on the open-ended questionnaire.

A separate analysis was made of the degree of satisfaction between paygrades on the two overall measures of satisfaction. In addition, the differences between paygrades, if any, on Training for the job and Opportunity for promotion were examined.

Regarding Present job satisfaction, all paygrades were equally satisfied with the exception that E-6s to E-9s were more satisfied than E-5s. Pertaining to Overall military career satisfaction, just as in the PT rating, E-6s and above were more satisfied than E-5s and below. Regarding Training for the job, E-6s and below were generally more satisfied than E-7s and above. Regarding Opportunity for promotion, E-5s, E-6s, and E-7s were more dissatisfied than the other paygrades.

K. Equipment Utilization

Personnel were asked to respond to the use of specific items of equipment being used in the fleet by PTs and YN-2505s. The results of these responses are given in Attachment H and are divided into three general groups: (1) equipment used commonly by both PTs and YN-2505s, (2) equipment used predominantly by PTs, and, (3) equipment used predominantly by YN-2505s.

The greatest number of items of equipment and the greatest number of individuals using the equipment both fall into three types: (1) administrative, (2) plotting and, (3) ADP. Equipment used more by YN-2505s was found to be more common to commands such as Attache and NISO offices. A considerable amount of standard photographic equipment is used by both groups of individuals and is more closely related to the Photographer's Mate (PH) rating.

IV. FINDINGS AND CONCLUSIONS

1. The information contained in the data bank for the PT rating and NEC YN-2505 establishes the fact that personnel in paygrades E-4 through E-7 generally perform the same tasks a similar amount of time. The reasons for this similarity of work could be the small numbers of intelligence personnel in most activities, common training received by all paygrades in their respective formal courses, and/or the sophistication of procedures and methodology.

2. NEC YN-2505 does not specifically identify a special skill, knowledge, or training in the YN rating. It is used now to identify personnel in an occupational area which requires a certain type of security clearance.

3. Intelligence tasks and duties of both PTs and YN-2505s overlap to some extent in all functional work areas with the exception of photo interpretation, stereo comparison viewer (SCV) operation, training, and mission planning. Overall PTs and YN-2505s indicated they perform approximately 85% of the 343 tasks 95% of their time.

4. Several YN-2505 billets need to be converted to YN-0000 since they require no performance of intelligence tasks but are of a more general administrative nature.

5. Fifty-six YN-2505s (12%) perform duties as commanding officers' writers. This duty is being performed at the expense of the intelligence analyst and could be performed by YN-0000.

6. YN-2505s must compete with the overall YN community for advancement, since there are no separate advancement examinations.

7. It appears that a large number of E-4 and E-5 level tasks are being performed by PTs E-7 and above, particularly in the photo interpretation function. This condition indicates a subordination of management type personnel to technical production.

8. Ten practical factors of the rating need revision of paygrade level.

9. Blocks of instruction at the Lowry AFB Technical Training Center contain items that could probably be taught better by on-the-job training. This situation was determined by comparing the PT task data with course learning objectives (criterion and enabling).

10. Seagoing billets are primarily administrative in nature, (except in RVAH and VA squadrons) and photo interpretation work is minimal. Administration, security, classified material processing, and miscellaneous duties dominate the work environment.

11. Equipment lists show a predominant use of equipment that is associated with administration, plotting, and data processing. Photographic equipment is used on a broad scale by both PTs and YN-2505s. Other items of equipment receive only minimal usage.

12. A need exists now for the establishment of non-intelligence type billets in the intelligence function to support the overall non-technical duties that are necessarily performed. This would require only a shifting of existing billets, not an increase or necessary change in total numbers.

13. There may be a need for the establishment of a separate "intelligence community" rating to encompass all technical and administrative tasks and duties directly related to the intelligence function.

14. Numerous comments from members in the fleet prompted an analysis of job satisfaction data received. Personnel were concerned with lack of promotion opportunity, non-utilization of their skills and training, supervision, management of resources and money, and job conditions. The analysis of PT job satisfaction data demonstrated substantial dissatisfaction with such items as allowances, utilization of money and/or resources, recognition for work done, training, et al. YN-2505s expressed substantial dissatisfaction with training opportunities, promotion opportunities, job appeal, opportunity for achievement, etc.

V. RECOMMENDATIONS

1. Consider the establishment of a separate intelligence rating to include all the tasks and duties now performed by the Photographic Intelligenceman (PT) and the Naval Intelligence Clerk (YN-2505).

2. Develop practical factors for the separate intelligence rating in paragraph 1 above, with the assistance of NOTAP task data and ongoing methodology and techniques.

3. Delete NEC YN-2505.

4. Restructure the formal school courses to be more responsive to the actual job being performed in the fleet. NOTAP data should be used to assist in the preparation of enabling statements for formal school curricula, as well as providing an insight into those areas where more on-the-job training would be more practical and beneficial.

5. Provide more administrative intelligence, training for personnel in the "intelligence" rating at an early stage of the members' military career. Advanced training in other areas could be given at a later date, particularly in photo interpretation, data analysis, and data processing.

6. Provide an opportunity for all existing YN-2505s to qualify and be reclassified into the separate "intelligence" rating on a voluntary basis. Necessary technical training could be given to those individuals accepted for reclassification. YN-2505s not desiring to move into the rating could be given the choice of remaining in those billets designated as "support" billets as YN-0000s or return to YN duties outside the intelligence environment.

7. Place greater emphasis on the utilization of management qualifications of senior petty officers by placing them in more supervisory positions and in fewer technical and analytical type duties.

8. Examine the photographic requirements of the entire function to ascertain the need for minimal photographic processing training as opposed to extensive training in the photographic field.

9. Conduct a complete equipment review to determine the necessity for retaining certain seldom-used items on the current allowance lists.

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GLOSSARY

AB	Aviation Boatswain's Mate
AD	Aviation Machinist's Mate.
AN	Airman
AO	Aviation Ordnanceman
AQ	Aviation Fire Control Technician
AT	Aviation Electronics Technician
BM	Boatswain's Mate
CS	Commissaryman
Cluster	The grouping of members on the basis of common tasks or the average amount of time spent on their job.
DM	Illustrator Draftsman
EN	Engineman
FT	Fire Control Technician
GM	Gunner's Mate
MED	Mediterranean (normally refers to cruise area of a fleet)
NAIRU	Naval Air Intelligence Reserve Unit
NISO	Naval Intelligence Security Office
PH	Photographer's Mate
QM	Quartermaster
RD	Radarman
RM	Radioman
SCV	Stereometric Comparison Viewer
SH	Ship's Serviceman
SM	Signalman

ATTACHMENT A

TYPES AND NUMBERS OF PARTICIPATING ACTIVITIES

FLEET INTELLIGENCE CENTERS (3)
NAVAL INVESTIGATIVE SERVICE OFFICES (15)
NAVAL DISTRICT COMMANDS (2)
COMMAND ELECTRONIC INTELLIGENCE CENTERS (2)
NAVAL AIR RESERVE UNITS (3)
FLEET COMMANDERS-IN-CHIEF (3)
FLEET COMMANDERS (3)
NAVAL FORCE COMMANDERS (2)
SPECIAL FORCE COMMANDERS (6)
NAVAL AIR FORCE COMMANDERS (2)
AMPHIBIOUS FORCE COMMANDERS (2)
CRUISER-DESTROYER FORCE COMMANDERS (2)
MINE WARFARE FORCE COMMANDER (1)
SUBMARINE WARFARE COMMANDERS (2)
AMPHIBIOUS GROUP (1)
SPECIAL WARFARE GROUP (1)
INSHORE WARFARE COMMAND (1)
COMBINED SERVICES SUPPORT PROGRAM SCHOOL (1)
FLEET OCEAN SURVEILLANCE INFORMATION FACILITY & CENTERS (2)
SEA FRONTIER COMMANDER (1)
FLAG ADMINISTRATIVE UNITS (FAIR) (7)
FLAG ADMINISTRATIVE UNITS (FAIR) DETACHMENTS (2)
CARRIER DIVISIONS (5)
ANTISUBMARINE WARFARE GROUP (1)
SUBMARINE FLOTILLAS (2)
ASW AIRCRAFT CARRIERS (CVS) (2)
ATTACK AIRCRAFT CARRIERS (CVA) (7)
AMPHIBIOUS COMMAND SHIP (LCC) (1)
FLEET OPERATIONAL INTELLIGENCE TRAINING CENTERS (2)
FLEET AIR WINGS (3)
ATTACK WING (1)
RECONNAISSANCE ATTACK WING (1)
RECONNAISSANCE ATTACK SQUADRONS (RVAH) (7)
ATTACK SQUADRONS (VA) (11)
FIGHTER SQUADRON (1)
AIR ANTISUBMARINE SQUADRONS (5)
AIR ANTISUBMARINE (RESERVE) SQUADRON (1)
PATROL SQUADRONS (17)
PATROL SQUADRONS (RESERVE) (2)
FLEET AIR RECONNAISSANCE SQUADRONS (2)
PHOTOGRAPHIC SQUADRON (1)
PHOTOGRAPHIC SQUADRON DETACHMENTS (2)
TACTICAL ELECTRONIC WARFARE SQUADRON (1)
UNIFIED COMMANDERS (5)
SUBORDINATE UNIFIED COMMANDS (3)
COMPONENT OF UNIFIED COMMANDS (1)
NATO COMMANDS (2)
DEFENSE ATTACHE OFFICES (15)

ATTACHMENT B

AVERAGE PERCENT OF TIME SPENT IN DUTY/FUNCTIONAL AREAS
IN SQUADRONS, NAIRU UNITS, AND ABOARD SHIPS
(101 BILLETS)

Duty/Functional Areas	No. Tasks Performed PT	No. Tasks Performed YN	Avg. % Time Spent PT	Avg. % Time Spent YN
A. Organizing and Planning	7	6	3.0	3.0
B. Supply Functions	12	11	11.0	7.0
C. Training	12	3	6.0	2.0
D. General Administration	27	22	14.0	18.0
E. Miscellaneous	15	11	7.0	5.0
F. Security Functions	17	15	16.0	19.0
G. Mailroom	9	6	3.0	6.0
H. SCV Operations	12	2	.5	.5
J. Photographic Interpretation	32	4	5.0	1.0
K. YN Personnel	6	6	.5	.5
L. PT Administration	21	11	5.0	7.0
M. Mission Planning	23	11	13.0	7.0
N. YN Administration	13	11	3.0	6.0
P. Budget	3	0	.5	.5
Q. Photography	19	11	6.0	4.0
R. YN-2505 Miscellaneous	6	6	.5	.5
S. YN-2505 Administration	24	14	6.0	3.0

ATTACHMENT C

AVERAGE PERCENT OF TIME SPENT IN DUTY/FUNCTIONAL AREAS
IN FLEET INTELLIGENCE/COMPUTER FUNCTIONS
(89 BILLETS)

Duty/ Functional Areas	No. Tasks Performed		Avg. % Time Spent	
	PT	YN	PT	YN
A. Organizing & Planning	6	7	4.0	5.0
B. Supply Functions	10	12	4.0	2.0
C. Training	9	6	4.0	2.0
D. General Administration	24	24	3.6	3.4
E. Miscellaneous	13	14	8.0	6.0
F. Security Functions	16	17	11.0	23.0
G. Mailrooms	9	9	1.0	4.0
H. SCV Operations	0	0	0	0
J. Photographic Interpretation	22	3	6	.5
K. YN Personnel	2	5	1	1.0
L. PT Administration	14	5	9	3.0
M. Mission Planning	22	10	9	1.0
N. YN Administration	8	12	1	5.5
P. Budget	1	1	.5	.5
Q. Photography	15	5	2.0	.5
R. YN-2505, Miscellaneous	1	7	.5	3.0
S. YN-2505, Administration	16	24	3.0	9.0

ATTACHMENT D

COMPARISON OF TRAINING COURSE ITEMS
WITH TASK STATEMENTS

This study was primarily based on the plan of instruction used in course 3ABR 20630-1, conducted at Lowry Air Force Base, Colorado. Because of the small number of E-2, E-8 and E-9 personnel in the PT sample, these paygrades were omitted.

Each block of instruction was analyzed in its entirety. Under each block title are task statements that were responded to by the PT sample population. The figures given for "People" are numbers, while the amounts recorded for "Time" are percentages. The total percentages are computed on the basis of 297 members in the sample study. Under block VI all SCV task statements are relative to the IOIC at Albany, Georgia and not the aforementioned course. The question of utilization, however, is still tantamount to the formal training applicability of total task statements.

Block IX was not included since it is a working problem.

BLOCK 1 - COORDINATE SYSTEMS APPLIED TO INTELLIGENCE
- 36 HRS.

B1 - ORDER MAPS AND CHARTS
B2 - ISSUE MAPS AND CHARTS
B3 - INVENTORY MAPS AND CHARTS
B4 - FILE MAPS AND CHARTS

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE B1	3	21	33	25	12	94 (33%)
TIME B1	.25	.59	.76	.61	.36	2.57
PEOPLE B2	8	29	35	20	7	99 (34%)
TIME B2	.94	.72	1.03	.60	.31	3.60
PEOPLE B3	8	30	32	24	4	98 (34%)
TIME B3	1.08	.78	.86	.61	.19	3.52
PEOPLE B4	10	40	41	39	7	137 (48%)
TIME B4	1.49	1.24	1.18	.82	.25	4.98

D22 - MAINTAIN TICKLER FILE

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE D22	1	--	2	8	2	13 (5%)
TIME D22	.06	--	.05	.26	.12	.49

F1 - DETERMINE CLASSIFICATION OF CORRESPONDENCE
F2 - DETERMINE DOWNGRADING SCHEDULE OF CLASSIFIED CORRESPONDENCE
F3 - ENSURE SPECIAL HANDLING PROCEDURES ARE INDICATED AND ADHERED TO
F4 - PREPARE DESTRUCTION REPORTS FOR CLASSIFIED MATERIAL
F5 - MAKE BURN RUNS
F6 - SHRED MATERIAL FOR DESTRUCTION
F17 - INVENTORY CLASSIFIED MATERIAL

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE F1	1	7	5	17	14	44 (15%)
TIME F1	.02	.13	.09	.29	.80	1.33
PEOPLE F2	1	5	6	12	12	36 (13%)
TIME F2	.03	.08	.11	.22	.63	1.07

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE F3	--	10	6	22	9	47	(16%)
TIME F3	--	.01	.09	.73	.46	1.29	
PEOPLE F4	6	27	26	24	9	92	(32%)
TIME F4	1.11	.85	.77	.59	.49	3.81	
PEOPLE F5	21	56	54	37	16	184	(64%)
TIME F5	1.01	1.69	1.73	1.01	1.00	6.44	
PEOPLE F6	10	39	41	27	8	125	(44%)
TIME F6	1.39	1.11	1.32	.78	.32	4.92	
PEOPLE F17	10	38	35	35	14	132	(46%)
TIME F17	2.08	1.20	.95	1.16	.93	6.32	

G5 - MAINTAIN INCOMING/OUTGOING REGISTERED/CERTIFIED MAIL LOG
G7 - PACKAGE CLASSIFIED MATERIAL FOR MAILING/SHIPMENT
G9 - MAINTAIN INCOMING/OUTGOING RECEIPT FILE

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE G5	1	4	5	2	1	13	(5%)
TIME G5	.13	.09	.13	.04	.07	.46	
PEOPLE G7	4	16	31	17	4	72	(25%)
TIME G7	1.48	.32	.66	.44	.27	3.17	
PEOPLE G9	3	10	14	8	3	38	(13%)
TIME G9	.35	.34	.42	.19	.29	1.59	

M1 - MOUNT MAPS AND CHARTS
M2 - ANNOTATE MAPS AND CHARTS
M3 - PLOT POSITIONS ON MAPS AND CHARTS
M4 - PLOT PHOTOS ON MAPS AND CHARTS
M15 - MAKE STRIP CHARTS FOR MISSION PLANNING

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE M1	12	49	51	32	9	153	(53%)
TIME M1	1.70	1.51	1.85	.83	.32	6.21	
PEOPLE M2	14	56	58	40	12	180	(63%)
TIME M2	1.83	1.96	2.30	1.23	.53	7.85	
PEOPLE M3	13	54	60	38	14	179	(62%)
TIME M3	1.86	1.90	2.65	1.68	.66	8.75	
PEOPLE M4	8	37	40	26	13	124	(43%)
TIME M4	.84	1.12	1.16	.88	.58	4.58	
PEOPLE M15	5	9	7	3	1	25	(9%)
TIME M15	.29	.16	.25	.03	.03	.76	

BLOCK II - FUNDAMENTALS OF INTELLIGENCE AND AIR TARGET MATERIALS PROGRAM

D17 - FILE AND RETRIEVE PUBLICATIONS
D18 - ENTER CHANGES TO PUBLICATIONS
D19 - ORDER PUBLICATIONS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE	D17	5	33	39	30	11	118	(41%)
TIME	D17	.70	1.21	1.55	1.06	.83	5.35	
PEOPLE	D18	7	36	43	25	12	123	(43%)
TIME	D18	.85	1.41	1.50	.87	.76	5.39	
PEOPLE	D19	1	9	16	16	7	49	(17%)
TIME	D19	.05	.20	.34	.41	.44	1.44	

L1 - DRAFT "HOT" PHOTOGRAPHIC INTERPRETATION REPORTS
L2 - DRAFT IPIR'S
L3 - DRAFT SUPIR'S
L4 - DRAFT UPIR'S
L5 - DRAFT SPECIAL REPORTS
L6 - DRAFT DETAILED PHOTOGRAPHIC REPORTS
L7 - DRAFT INTELLIGENCE BRIEFS
L9 - DRAFT MERSHIP REPORTS
L10 - DRAFT WARSHIP SIGHTING REPORTS
L11 - DRAFT AIRCRAFT SIGHTING REPORTS
L12 - DRAFT SUBMARINE SIGHTING REPORTS
L17 - WRITE TEXTUAL INFO ON TARGET DESCRIPTION/ SIGNIFICANCE

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE	L1	1	11	13	6	6	37	(13%)
TIME	L1	.04	.12	.20	.09	.31	.76	
PEOPLE	L2	4	20	19	7	10	60	(21%)
TIME	L2	.32	.37	.41	.18	.43	1.71	
PEOPLE	L3	2	11	13	9	4	39	(14%)
TIME	L3	.11	.12	.24	.35	.14	.96	
PEOPLE	L4	1	5	--	--	2	8	(3%)
TIME	L4	.11	.05	--	--	.07	.23	
PEOPLE	L5	1	9	8	11	7	36	(13%)
TIME	L5	.06	.09	.14	.35	.35	.99	
PEOPLE	L6	--	4	7	4	3	18	(6%)
TIME	L6	--	.04	.20	.23	.13	.60	
PEOPLE	L7	7	31	20	22	14	94	(33%)
TIME	L7	1.37	.85	.55	.57	1.00	4.34	

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE L9	2	20	13	10	3	48	(17%)
TIME L9	.38	.48	.17	.23	.19	1.45	
PEOPLE L10	2	11	10	4	2	29	(10%)
TIME L10	.38	.18	.14	.12	.13	.95	
PEOPLE L11	1	7	5	2	1	16	(6%)
TIME L11	.06	.07	.05	.04	.03	.25	
PEOPLE L12	2	7	6	4	2	21	(7%)
TIME L12	.34	.09	.10	.10	.10	.73	
PEOPLE L17	6	25	29	34	16	110	(38%)
TIME L17	1.17	1.47	1.36	1.47	1.56	7.03	

S1 - DRAFT INTELLIGENCE INFORMATION REPORT
S3 - DRAFT LETTERS RELATING TO INTELLIGENCE MATERIAL
S5 - DRAFT AREA PORT STUDIES

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE S1	1	13	10	6	5	35	(12%)
TIME S1	.07	.27	.23	.23	.29	1.09	
PEOPLE S3	2	8	7	11	11	39	(14%)
TIME S3	.09	.21	.17	.20	.72	1.39	
PEOPLE S5	4	6	5	9	6	30	(10%)
TIME S5	.61	.17	.13	.29	.30	1.50	

BLOCK III- IMAGE INTERPRETATION

B5 - RECEIVE ISSUE AERIAL FILM
B6 - DESTROY AERIAL ROLL FILM
B7 - ORDER PHOTOGRAPHY FROM OTHER AGENCY

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE B5	--	16	21	17	6	60	(21%)
TIME B5	--	.32	.46	.67	.34	1.79	
PEOPLE B6	1	23	29	17	5	75	(26%)
TIME B6	.03	.44	.56	.48	.37	1.88	
PEOPLE B7	2	15	7	15	7	46	(16%)
TIME B7	.21	.32	.10	.41	.35	1.39	

M5 - PREPARE PHOTO RECON MISSION PLANS
M7 - DETERMINE PHOTO/FILM FOR REPRODUCTION
M8 - SCALE PHOTOS PRINTS, NEGS AND POSITIVES
M9 - USE VIEWING EQUIPMENT FOR MAKING MEASUREMENT ON SMALL SCALE PHOTOGRAPHY
M10 - PERFORM OBLIQUE MENSURATION
M11 - TAKE MEASUREMENT FROM VERTICLE AERIAL SURFACE PHOTOGRAPHY
M13 - PREPARE PHOTO MISSION TRACE
M14 - PREPARE SIS PLOT

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE	M5	3	9	10	4	6	32	(11%)
TIME	M5	.16	.21	.40	.10	.53	1.40	
PEOPLE	M7	6	30	30	33	10	109	(38%)
TIME	M7	.75	.90	.80	1.19	.53	4.17	
PEOPLE	M8	5	21	21	21	13	81	(28%)
TIME	M8	.99	1.01	1.18	.78	.73	4.69	
PEOPLE	M9	4	26	23	29	14	96	(33%)
TIME	M9	.22	.78	.64	.97	.94	3.55	
PEOPLE	M10	4	10	14	15	5	48	(17%)
TIME	M10	.18	.39	.19	.35	.12	.93	
PEOPLE	M11	5	27	27	27	12	98	(34%)
TIME	M11	.41	.80	.70	.83	.75	3.49	
PEOPLE	M13	5	19	14	9	5	52	(18%)
TIME	M13	.30	.43	.35	.19	.14	1.41	
PEOPLE	M14	2	10	6	7	3	28	(10%)
TIME	M14	.08	.20	.14	.26	.16	.84	

Q6 - LOAD/UNLOAD AERIAL CAMERA
Q7 - PROCESS PHOTOGRAPHIC PRINTS
Q8 - PROCESS PHOTOGRAPHIC FILM
Q10 - TITLE PHOTOGRAPHIC PRINTS
Q11 - TITLE PHOTOGRAPHIC FILM
Q12 - PREPARE HEADS AND TAILS FOR AERIAL FILM
Q15 - ANNOTATE PHOTOGRAPHIC FILM
Q16 - ANNOTATE PHOTOGRAPHIC PRINTS
Q17 - BUILD UNCONTROLLED/SEMI-CONTROLLED MOSAICS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE	Q6	2	11	8	1	--	22	(8%)
TIME	Q6	.39	.39	.19	.01	--	.98	
PEOPLE	Q7	--	3	4	4	--	11	(4%)
TIME	Q7	--	.03	.09	.07	--	.19	
PEOPLE	Q8	--	4	1	5	--	10	(3%)
TIME	Q8	--	.03	.03	.05	--	.11	
PEOPLE	Q10	5	30	27	19	8	89	(31%)
TIME	Q10	.35	.80	.60	.55	.31	2.61	
PEOPLE	Q11	7	20	19	9	4	59	(21%)
TIME	Q11	.85	.50	.46	.19	.12	2.12	
PEOPLE	Q12	4	15	14	8	4	45	(16%)
TIME	Q12	.33	.37	.36	.17	.12	1.35	
PEOPLE	Q15	6	24	21	14	4	69	(24%)
TIME	Q15	.51	.55	.59	.37	.12	2.14	
PEOPLE	Q16	7	41	37	35	13	133	(46%)
TIME	Q16	.61	1.35	1.12	1.14	.67	4.89	
PEOPLE	Q17	5	28	32	21	9	95	(33%)
TIME	Q17	.97	.95	1.05	.55	.29	3.81	

BLOCK IV - TACTICAL INTERPRETATION

I IDENTIFY ON AERIAL IMAGERY:

J7 - MAJOR BEACH ZONES, THEIR TRAFFICABILITY, GRADIENT & OBSTACLES
J8 - BASIC TERRAIN FEATURES AND LAND FORMS
J9 - FORTIFICATIONS AND DEFENSES
J10 - ENEMY FIELD ARTILLERY AND IMPLACEMENTS
J11 - AIRFIELDS AND ASSOCIATED FEATURES
J12 - ENEMY VEHICLES AND ARMOR
J13 - ENEMY ELECTRONIC FACILITIES
J-14 - ENEMY ANTI-AIRCRAFT ARTILLERY AND SURFACE-TO-AIR MISSILES
J-15 - AREAS OF GUERRILLA AND INSURGENT ACTIVITY
J-16 - ENEMY AIRCRAFT
J-23 - IDENTIFY CLASSIFY ON AERIAL IMAGERY: HIGHWAYS ROADS
J24 - GROUND FORCES INSTALLATIONS

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE J7	8	10	11	9	7	45	(16%)
TIME J7	1.80	.75	.75	.24	.23	3.77	
PEOPLE J8	7	15	12	17	23	74	(26%)
TIME J8	.59	.35	.32	.42	.37	2.05	
PEOPLE J9	6	22	20	18	23	89	(31%)
TIME J9	.43	.55	.56	.52	.48	2.54	
PEOPLE J10	5	16	18	14	23	76	(26%)
TIME J10	.32	.33	.50	.25	.46	1.86	
PEOPLE J11	6	34	31	21	15	107	(37%)
TIME J11	.47	1.01	.83	.58	.83	3.72	
PEOPLE J12	4	12	19	16	8	59	(21%)
TIME J12	.19	.20	.41	.38	.36	1.54	
PEOPLE J13	4	12	19	17	13	65	(23%)
TIME J13	.19	.20	.42	.33	.59	1.73	
PEOPLE J14	4	21	25	18	12	80	(28%)
TIME J14	.19	.51	.72	.43	.56	2.41	
PEOPLE J15	4	9	10	10	5	38	(13%)
TIME J15	.19	.19	.16	.14	.21	.89	
PEOPLE J16	5	25	24	17	12	83	(29%)
TIME J16	.29	.66	.41	.33	.63	2.32	
PEOPLE J23	7	24	14	10	9	64	(22%)
TIME J23	.53	.68	.32	.24	.33	2.10	
PEOPLE J24	6	21	13	18	11	69	(24%)
TIME J24	.39	.57	.27	.42	.45	2.10	

BLOCK V - STRATEGIC INTERPRETATION
- 60 HRS.

I IDENTIFY ON AERIAL IMAGERY:

J17 - FEATURES OF RAILROADS AND RELATED FACILITIES
J18 - INLAND WATERWAY FACILITIES
J19 - FOREIGN NAVAL VESSELS
J20 - PORTS, HARBORS, AND SHIPBUILDING FACILITIES
J21 - IDENT ON AERIAL IMAGERY SURFACE TO SURFACE MISSILES
J22 - IDENT ON AERIAL IMAGERY ATOMIC INDUSTRIES
J25 - BRIDGES
J26 - IDENT AND CLASS ON AERIAL IMAGERY MERCHANT VESSELS
J27 - EXTRACTION INDUSTRIES AND ASSOCIATED EQUIPMENT
J28 - IDENT AND CLASS ON AERIAL IMAGERY FABRICATION INDUSTRIES
J30 - IDENT AND CLASS ON AERIAL IMAGERY CHEMICAL INDUSTRIES
J31 - IDENT AND CLASS ON AERIAL IMAGERY HEAT PROCESSING INDUSTRY
J32 - IDENT AND CLASS ON AERIAL IMAGERY TYPE OF ELEC PWR INDUST

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE J17	6	24	27	20	13	90	(31%)
TIME J17	.45	.75	.68	.44	.62	2.94	
PEOPLE J18	5	21	24	17	23	90	(31%)
TIME J18	.38	.59	.65	.53	.52	2.67	
PEOPLE J19	8	32	30	33	15	118	(41%)
TIME J19	1.01	.86	.77	1.25	1.25	5.14	
PEOPLE J20	8	23	28	29	16	104	(38%)
TIME J20	.75	.69	.73	1.10	.80	4.07	
PEOPLE J21	4	7	16	14	7	48	(17%)
TIME J21	.19	.09	.32	.39	.34	1.33	
PEOPLE J22	4	6	5	7	5	27	(9%)
TIME J22	.19	.12	.06	.18	.14	.69	
PEOPLE J25	8	27	25	16	23	99	(34%)
TIME J25	.58	.82	.68	.43	.41	2.92	
PEOPLE J26	9	30	24	22	11	96	(33%)
TIME J26	.90	.94	.47	.76	.61	3.68	
PEOPLE J27	3	9	15	11	7	45	(16%)
TIME J27	.18	.15	.21	.17	.24	.95	
PEOPLE J28	3	10	16	13	9	51	(18%)
TIME J28	.18	.17	.25	.21	.35	1.16	
PEOPLE J29	3	9	16	10	8	46	(16%)
TIME J29	.18	.14	.23	.13	.27	.95	
PEOPLE J30	3	9	17	11	8	48	(17%)
TIME J30	.18	.14	.26	.17	.28	1.03	
PEOPLE J31	4	11	17	10	9	51	(18%)
TIME J31	.19	.18	.25	.13	.29	1.04	
PEOPLE J32	5	14	16	12	9	56	(20%)
TIME J32	.33	.28	.27	.26	.34	1.48	

BLOCK VI - BASIC RADAR
- 36 HRS.

J6 - I LOCATE AND IDENTIFY FEATURES, POSITIONS AND EQUIPMENT FROM RADAR SCOPE PHOTOGRAPHY

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE J6	6	16	12	5	3	42	(15%)
TIME J6	.60	.50	.36	.17	.21	1.84	

BLOCK VII- IOIS
- 42 HRS.

J3 - SIDE LOOKING RADAR (SLR) PHOTOGRAPHY
J4 - INFRARED PHOTOGRAPHY
J5 - CAMOUFLAGE DETECTION INFARED (CDIR) PHOTOGRAPHY

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE J3	4	19	20	11	9	63	(22%)
TIME J3	.37	.43	.40	.25	.34	1.79	
PEOPLE J4	5	20	14	10	7	56	(20%)
TIME J4	.40	.37	.28	.16	.34	1.55	
PEOPLE J5	2	15	12	8	5	42	(15%)
TIME J5	.14	.23	.16	.13	.15	.81	

H1 - OPERATE SCV FOR COMPARISON VIEWING
H2 - OPERATE SCV STEREOSCOPIC VIEWING
H3 - OPERATE SCV DISPLAY OF CODE MATRIX
H4 - OPERATE SCV PRE-MISSION PROGRAM
H5 - OPERATE SCV FLIGHT PATH PLOT PROGRAM
H6 - OPERATE SCV LINE PLOT PROGRAM
H7 - OPERATE SCV U D PLOT PROGRAM
H8 - OPERATE SCV SKETCH PLOT PROGRAM
H9 - OPERATE SCV SKETCH ORIENT PROGRAM
H10 - OPERATE SCV NAV CORRECT PROGRAM
H11 - OPERATE SCV DISTANCE AZIMUTH PROGRAM
H12 - OPERATE SCV CMO ENTRY PROGRAM
H13 - OPERATE SCV AREA PROGRAM
H14 - OPERATE SCV FRAME SEARCH PROGRAM
H15 - OPERATE SCV MITRAN PROGRAM
H16 - OPERATE SCV EQUIPMENT TEST PROGRAM
H17 - OPERATE SCV SENSOR COVERAGE PROGRAM
H18 - OPERATE SCV MENSURATION ENTRY PROGRAM
H19 - OPERATE SCV LOCATION PROGRAM
H20 - OPERATE SCV HEIGHT PROGRAM
H21 - OPERATE SCV OB PLOT PROGRAM
H22 - OPERATE SCV SPOOL PLOT PROGRAM
H23 - OPERATE SCV TPCMD PROGRAM

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL	
PEOPLE H1	2	10	3	2	2	19	(7%)
TIME H1	.18	.17	.03	.05	.10	.53	
PEOPLE H2	3	13	3	1	2	22	(8%)
TIME H2	.29	.38	.03	.02	.10	.82	
PEOPLE H3	1	11	10	2	3	27	(9%)
TIME H3	.06	.17	.10	.06	.11	.50	
PEOPLE H4	0	6	2	2	2	12	(4%)
TIME H4	.00	.18	.03	.07	.10	.38	
PEOPLE H5	1	7	3	3	2	16	(6%)
TIME H5	.06	.28	.03	.08	.10	.55	
PEOPLE H6	0	3	2	2	2	9	(3%)
TIME H6	.00	.04	.02	.07	.10	.23	
PEOPLE H7	1	5	2	2	2	12	(4%)
TIME H7	.06	.06	.02	.07	.10	.31	
PEOPLE H8	0	4	2	2	2	10	(3%)
TIME H8	.00	.06	.02	.05	.10	.23	
PEOPLE H9	0	3	2	1	2	8	(3%)
TIME H9	.00	.04	.02	.03	.10	.19	
PEOPLE H10	0	4	2	2	2	10	(3%)
TIME H10	.00	.03	.02	.07	.10	.22	
PEOPLE H11	0	3	3	1	2	9	(3%)
TIME H11	.00	.02	.03	.10	.10	.25	
PEOPLE H12	0	5	3	1	2	11	(4%)
TIME H12	.00	.04	.04	.03	.10	.21	

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE H13	0	3	2	1	2	8 (3%)
TIME H13	.00	.02	.02	.03	.10	.17
PEOPLE H14	1	5	3	2	2	13 (5%)
TIME H14	.06	.05	.04	.05	.10	.30
PEOPLE H15	0	3	2	1	2	8 (3%)
TIME H15	.00	.03	.02	.03	.07	.15
PEOPLE H16	0	5	6	2	2	15 (5%)
TIME H16	.00	.04	.06	.04	.11	.25
PEOPLE H17	2	3	2	1	2	10 (3%)
TIME H17	.29	.03	.02	.03	.07	.44
PEOPLE H18	1	4	3	1	2	11 (4%)
TIME H18	.04	.03	.03	.03	.11	.24
PEOPLE H19	1	2	2	1	2	8 (3%)
TIME H19	.04	.01	.02	.03	.11	.21
PEOPLE H20	0	3	3	1	2	9 (3%)
TIME H20	.00	.02	.03	.03	.11	.19
PEOPLE H21	0	5	2	1	2	10 (3%)
TIME H21	.00	.05	.02	.03	.06	.16
PEOPLE H22	0	2	2	1	2	7 (2%)
TIME H22	.00	.01	.02	.03	.08	.14
PEOPLE H23	0	2	2	1	2	7 (2%)
TIME H23	.00	.01	.03	.03	.08	.15

BLOCK VIII - NAVY SPECIALIZED TRAINING

C1 - OPERATE TRAINING AIDS EQUIPMENT FOR BRIEFINGS/ TRAININGS

C4 - MAINTAIN GRAPHIC AIDS FILE FOR USE IN TRAINING/ BRIEFINGS

PAYGRADE	(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE C1	11	46	38	31	13	139 (48%)
TIME C1	1.08	1.49	1.05	.63	.84	5.09
PEOPLE C4	3	28	23	12	13	79 (28%)
TIME C4	.37	.85	.59	.29	.77	2.87

M20 - PREPARE GRAPHS
M21 - SELECT AND USE LETTERING DEVICES FOR POSTERS AND SIGNS
M22 - CONSTRUCT VIEW GRAPHS
M23 - GIVE INTELLIGENCE BRIEFS
M24 - GIVE RECOGNITION BRIEFS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE	M20	2	14	20	10	5	51 (18%)
TIME	M20	.40	.30	.41	.22	.28	1.61
PEOPLE	M21	7	37	35	22	9	110 (38%)
TIME	M21	.96	1.03	1.03	.54	.43	3.99
PEOPLE	M22	3	14	23	17	8	65 (23%)
TIME	M22	.38	.33	.60	.47	.50	2.28
PEOPLE	M23	4	20	13	11	14	62 (22%)
TIME	M23	.41	.58	.27	.27	.89	2.42
PEOPLE	M24	4	18	13	7	8	50 (17%)
TIME	M24	.31	.50	.28	.14	.38	1.61

S2 - DRAFT MESSAGES RELATING TO INTELLIGENCE MATTERS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE	S2	3	10	10	16	10	49 (17%)
TIME	S2	.29	.21	.24	.41	.68	1.83

L7 - DRAFT INTELLIGENCE BRIEFS
L8 - DRAFT RECOGNITION BRIEFS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(287) TOTAL
PEOPLE	L7	7	31	20	22	14	94 (33%)
TIME	L7	1.37	.85	.55	.57	1.00	4.34
PEOPLE	L8	5	20	16	10	11	62 (22%)
TIME	L8	.57	.61	.35	.28	.74	2.55

ATTACHMENT E

PRACTICAL FACTORS VS TASK STATEMENTS

The practical factors of the PT qualifications for advancement were compared with appropriate task statements for each particular factor involved and a determination made as to the applicability of the factor and the appropriate paygrade level.

The procedure used is one that is presently in the process of being adapted for use in developing practical factors for qualifications for advancement for enlisted ratings from NOTAP data collected from billet incumbents.

Each practical factor is shown with its appropriate code and paygrade level. Immediately following the factor is the task statement code(s) and task statement(s) for each factor. The number performing the task and the time spent on each task is shown for each paygrade. The recommended paygrade is shown directly below the existing paygrade for that particular practical factor. Only those practical factors warranting change are listed.

B1.41 COMPILE INFORMATION AND PREPARE MATERIALS FOR
E-5 BRIEFINGS PRESENTATIONS
REC E-4
L-7 DRAFT INTELLIGENCE BRIEFS
L-8 DRAFT RECOGNITION BRIEFS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	L-7	7	31	20	22	16	2	1
MEMBERS	L-8	5	20	14	10	11	--	--
TIME	L-7	1.37	.85	.55	.57	1.00	.40	.17
TIME	L-8	.57	.61	.35	.28	.74	--	--

B1.61 ASSIST IN PREPARATION OF PHOTOGRAPHIC RECONNAISSANCE
E-6 MISSION PLANS
REC E-5
M-5 PREPARE PHOTO RECONNAISSANCE MISSION PLANS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	M-5	3	9	10	4	6	--	2
TIME	M-5	.16	.21	.40	.10	.53	--	1.61

C1.03 DETERMINING DIRECTION ON, AND CALCULATE SCALE,
E-4 MEASURE HORIZONTAL DIMENSIONS AND AREA OF VERTICAL
REC E-5 AERIAL PHOTOGRAPHS

M-8 SCALE PHOTOS PRINTS/NEGATIVES AND POSITIVES
M-9 USE VIEWING EQUIPMENT FOR MAKING MEASUREMENTS ON SMALL SCALE PHOTO
M-10 PERFORM OBLIQUE MENSURATION
M-11 TAKE MEASUREMENTS FROM VERTICAL AERIAL SURFACE PHOTOGRAPHY
M-14 PREPARE STANDARD INDEXING SYSTEM (SIS PLOT)
M-13 PREPARE PHOTO MISSION TRACE

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	M-8	5	21	21	21	13	1	1
MEMBERS	M-9	4	26	23	29	14	1	1
MEMBERS	M-10	4	10	14	15	5	--	--
MEMBERS	M-11	5	27	27	27	12	1	1
MEMBERS	M-14	2	10	6	7	3	--	--
MEMBERS	M-13	5	19	14	9	5	1	--
TIME	M-8	.99	1.01	1.18	.73	.73	.29	.33
TIME	M-9	.22	.78	.64	.97	.94	.14	.42
TIME	M-10	.18	.09	.19	.35	.12	--	.73
TIME	M-11	.41	.80	.70	.83	.14	.14	.25
TIME	M-14	.08	.20	.14	.26	.16	--	--
TIME	M-13	.30	.43	.35	.19	.14	.43	--

C1.60 DETERMINE DIRECTION ON AND CALCULATE SCALE,
E-6 MEASURE HORIZONTAL AND VERTICAL DIMENSIONS OF
REC E-5 OBLIQUE AERIAL PHOTOGRAPHS

M-10 PERFORM OBLIQUE MENSURATION
M-8 SCALE PHOTOS PRINTS/NEGATIVES AND POSITIVES

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	M-10	4	10	14	15	5	-	2
MEMBERS	M-8	5	21	21	21	13	1	1
TIME	M-10	.16	.09	.19	.35	.12	--	.73
TIME	M-8	.99	1.01	1.18	.73	.73	.29	.33

C1.81 MEASURE OBJECT DIMENSIONS FROM SURFACE
E-7 PHOTOGRAPHY
REC E-6

M-9 USE VIEWING EQUIPMENT FOR MAKING MEASUREMENTS ON SMALL SCALE PHOTO
M-11 TAKE MEASUREMENT FROM VERTICAL AERIAL SURFACE PHOTOGRAPHY

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	M-9	4	26	23	29	12	1	1
MEMBERS	M-11	5	27	27	27	12	1	1
TIME	M-9	.22	.78	.64	.97	.94	.14	.42
TIME	M-11	.41	.80	.70	.83	.75	.14	.25

D1.02 SELECT AND USE BASIC PHOTOGRAPHIC INTERPRETATION
E-4 INSTRUMENTS
REC E-5

M-8 SCALE PHOTO PRINTS/NEGATIVES FOR REPRODUCTION
M-10 PERFORM OBLIQUE MENSURATION
M-9 USE VIEWING EQUIPMENT FOR MAKING MEASUREMENT ON SMALL SCALE PHOTOGRAPHY
M-11 TAKE MEASUREMENT FROM VERTICAL SURFACE PHOTOGRAPHY

D1.02 (CONT'D)

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	M-8	5	21	21	21	13	1	1
MEMBERS	M-10	4	10	14	15	5	-	2
MEMBERS	M-9	4	26	23	29	14	1	1
MEMBERS	M-11	5	27	27	27	12	1	1
TIME	M-8	.99	1.01	1.18	.73	.73	.29	.33
TIME	M-10	.18	.09	.19	.35	.12	--	.73
TIME	M-9	.22	.78	.64	.97	.94	.14	.42
TIME	M-11	.41	.80	.70	.83	.75	.14	.25

D1.05 IDENTIFY SHIPS AND AIRCRAFT FROM PHOTOGRAPHS
E-4
REC E-5

J-16 IDENTIFY ON AERIAL IMAGERY ENEMY AIRCRAFT
J-19 IDENTIFY ON AERIAL IMAGERY FOREIGN NAVAL VESSELS
J-26 IDENTIFY AND CLASSIFY ON AERIAL IMAGERY MERCHANT VESSELS

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	J-16	5	5	24	17	12	1	1
MEMBERS	J-19	8	32	30	33	14	2	2
MEMBERS	J-26	9	30	24	22	11	2	-
TIME	J-16	.29	.66	.41	.33	.63	.14	.33
TIME	J-19	1.01	.86	.77	1.25	1.25	1.45	.94
TIME	J-26	.90	.94	.47	.76	.61	1.88	--

D1.62 DETERMINE THE INTELLIGENCE SIGNIFICANCE OF
E-6 OBJECTS, CONDITIONS, AND INSTALLATIONS IN AERIAL
REC E-5 PHOTOGRAPHS

J-23 DETERMINE BUILDING STRUCTURAL ANALYSIS AND BOMB DAMAGE ASSESSMENT

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	J-23	3	12	14	7	6	-	1
TIME	J-23	.16	.24	.32	.12	.31	-	.33

Z1.03 MAKE CORRECTIONS TO FLEET TARGET FOLDERS
E-4
REC E-5

L-18 MAINTAIN SIOP-ESI FILES

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	L-18	2	11	17	7	5	-	3
TIME	L-18	.07	.37	.61	.22	.53	-	1.42

Z1.61 PREPARE AIR INTELLIGENCE REPORTS
E-6
REC E-4

L-1 DRAFT "HOT" PHOTOGRAPHIC INTERPRETATION REPORT
L-2 DRAFT INITIAL PHOTOGRAPHIC INTERPRETATION REPORTS
L-3 DRAFT SUPPLEMENTAL PHOTOGRAPHIC INTERPRETATION REPORTS
L-4 DRAFT UNIFORM PHOTOGRAPHIC INTERPRETATION REPORTS
L-5 DRAFT SPECIAL REPORTS (PI)
L-6 DRAFT DETAILED PHOTOGRAPHIC REPORTS
L-9 DRAFT MERCHANT SHIP REPORTS (SIGHTING/MOVEMENT)
L-10 DRAFT WARSHIPS SIGHTING REPORTS
L-11 DRAFT AIRCRAFT SIGHTING REPORTS
L-12 DRAFT SUBMARINE REPORTS (SIGHTING)

PAYGRADE		(29) E-3	(88) E-4	(76) E-5	(66) E-6	(28) E-7	(5) E-8	(5) E-9
MEMBERS	L-1	1	11	13	6	6	1	1
MEMBERS	L-2	4	20	19	7	10	-	1
MEMBERS	L-3	2	11	13	9	4	-	2
MEMBERS	L-4	1	5	-	-	2	-	-
MEMBERS	L-5	1	9	8	11	7	1	1
MEMBERS	L-6	-	4	7	4	3	-	1
MEMBERS	L-9	2	20	13	10	3	1	-
MEMBERS	L-10	2	11	10	4	2	1	-
MEMBERS	L-11	1	7	5	2	1	1	-
MEMBERS	L-12	2	7	6	4	2	1	-
TIME	L-1	.04	.12	.20	.09	.31	.29	.08
TIME	L-2	.32	.37	.41	.18	.43	--	.25
TIME	L-3	.11	.12	.24	.35	.35	--	1.90
TIME	L-4	.11	.05	--	--	.07	--	--
TIME	L-5	.06	.09	.14	.35	.35	.14	.17
TIME	L-6	--	.04	.20	.23	.13	--	.25
TIME	L-10	.38	.14	.14	.12	.13	.13	--
TIME	L-11	.06	.07	.05	.04	.03	.13	--
TIME	L-12	.34	.09	.10	.10	.10	.13	--

ATTACHMENT F

COMPARISON OF PAYGRADE PARTICIPATION BY DUTY/FUNCTIONAL AREAS
FOR 299 PTs

	Duty/Functional Areas	AVERAGE PERCENT OF TIME SPENT E-3	E-4	E-5	E-6	E-7	E-8	E-9
A.	Organizing and Planning	.18	.53	2.26	4.09	5.77	10.52	11.34
B.	Supply Functions	5.54	6.40	7.26	6.05	3.18	4.87	1.43
C.	Training	4.04	6.40	4.36	4.30	6.34	5.55	6.69
D.	General Administration	10.28	9.65	13.62	16.94	19 00	16.45	29.91
E.	Miscellaneous	11.48	7.28	5.92	5.11	3.44	5.71	5.02
F.	Security Functions	13.76	11.33	11.39	11.74	11.62	10.66	7.06
G.	Mailroom	4.51	2.53	2.52	1.50	1.35	.62	--
H.	SCV Operations	1.09	1.75	.72	1.04	1.15	.43	--
J.	Photographic Interpretation	16.19	16.73	15.11	15.12	19.94	11.01	10.41
K.	YN Personnel	.46	.45	.23	.31	1.11	--	.16
L.	PT Administration	6.85	6.35	6.66	7.27	7.07	6.83	6.37
M.	Mission Planning	12.86	15.49	17.23	13.44	11.01	11.56	14.33
N.	YN Administration	1.08	2.22	1.20	1.40	2.51	5.65	5.66
P.	Budget	--	.10	.68	.09	.23	--	--
Q.	Photography	8.38	8.62	7.33	6.46	3.43	5.30	.72
R.	YN-2505 Miscellaneous	.32	.41	.21	.26	.38	.12	--
S.	YN-2505 Administration	2.90	3.75	3.28	4.74	4.46	4.64	.80

COMPARISON OF PAYGRADE PARTICIPATION BY DUTY/FUNCTIONAL AREAS
FOR 470 YN-2505s

Duty/Functional Areas	AVERAGE PERCENT TIME SPENT E-3	E-4	E-5	E-6	E-7	E-8	E-9
A. Organizing and Planning	1.76	2.40	2.63	3.44	5.52	7.90	12.20
B. Supply Functions	6.79	3.72	3.36	2.76	3.37	3.17	1.03
C. Training	.77	1.38	1.58	2.48	1.87	3.75	3.05
D. General Administration	18.76	16.05	18.23	18.15	19.65	18.80	21.10
E. Miscellaneous	11.24	7.98	5.50	5.48	4.07	5.70	9.99
F. Security Functions	18.03	18.80	19.59	19.68	20.50	20.22	15.35
G. Mailroom	12.36	11.62	10.01	7.80	6.82	6.22	2.94
H. SCV Operations	--	.57	.02	.04	.03	--	--
J. Photographic Interpretation	1.24	.09	.04	.37	.27	.20	--
K. YN Personnel	.99	3.94	2.97	3.67	3.15	3.74	4.98
L. PT Administration	3.87	1.12	2.27	2.40	1.28	.62	.41
M. Mission Planning	3.29	3.78	4.56	2.07	2.53	1.81	.14
N. YN Administration	9.24	10.89	10.17	10.82	11.06	9.46	17.35
P. Budget	.05	.10	.20	.62	.98	1.88	1.84
Q. Photography	.33	.14	.90	1.16	2.08	2.55	--
R. YN-2505 Miscellaneous	.51	6.26	2.40	2.40	1.57	1.14	1.80
S. YN-2505 Administration	10.68	11.08	15.03	16.55	15.14	12.70	7.74

ATTACHMENT G

COMPARISON OF TASK INVOLVEMENT IN SELECTED SUPPORT AREAS
OF PTs AND YN-2505s

TASK STATEMENTS	PT(299) NO. PERF.	PT(299) AVG. % TIME SPENT	YN-2505(470) NO. PERF.	YN-2505(470) AVG. % TIME SPENT
F. SECURITY FUNCTIONS				
1. Determine classification of correspondence	49	.24	256	1.29
2. Determine downgrading schedule of classified material	38	.18	267	1.38
3. Ensure special handling procedures are indicated and adhered to	42	.27	257	1.72
4. Prepare destruction reports for classified material	93	.74	249	1.29
5. Make burn runs	188	1.66	252	1.44
6. Shred material for destruction	129	1.04	185	1.01
7. Prepare emergency destruction procedures	43	.18	87	.27
8. Activate/deactivate security alarms	86	.55	168	.98
9. Open/close vaults, robes, and cabinets	203	1.97	375	2.61
10. Double check spaces for security	183	1.69	349	2.53
11. Change combinations	81	.42	244	1.09
12. Issue visitor security access badges	85	.46	96	.50
13. Escort visitors into secure spaces	148	.79	289	1.53
14. Update security access lists	36	.18	138	.64
15. Prepare permanent security access badges	13	.06	25	.09
16. Inspect areas for security threats to "VIP"	14	.06	27	.08
17. Inventory classified material	136	1.16	229	1.07
G. MAILROOM				
4. Maintain incoming/outgoing registered certified mail log	8	.05	114	.47
5. Maintain incoming/outgoing registered/certified mail log	14	.09	145	.74

	PT(299)		YN-2505(470)	
G. MAILROOM (CONT'D)	NO. PERF.	AVG. % TIME SPENT	NO. PERF.	AVG. % TIME SPENT
7. Package classified material for mailing/ shipping	73	.53	236	1.16
9. Maintain incoming/out-going receipt file	38	.31	209	1.03
L. PT ADMINISTRATION				
7. Draft intelligence reports	99	.76	68	.57
R. YN-2505 MISCELLANEOUS				
3. Code/decode messages	13	.07	65	.27
4. Operate teletype machine to input/retrieve data from computer	28	.10	35	.43
S. YN-2505 ADMINISTRATION				
1. Draft intelligence information reports	35	.22	66	.32
2. Draft messages relating to intelligence matters	52	.32	210	1.34
3. Draft letters relating to intelligence matters	39	.23	188	.94
5. Draft area/part studies	31	.24	19	.08
7. File/retrieve intelligence related materials	115	1.03	284	2.04
20. Type Navy letters relating to intelligence matters	32	.19	283	1.68
22. Type messages relating to intelligence matters	48	.34	301	2.21
24. Type intelligence briefs	32	.22	137	1.17

ATTACHMENT H

EQUIPMENT UTILIZATION

Equipment lists have been separated into three groups: (1) equipment common to both PT and YN-2505, (2) equipment used predominantly by PTs and, (3) equipment used predominantly by YN-2505s. Sample populations of 299 PTs and 470 YN-2505s were studied.

EQUIPMENT COMMON TO PTs AND YN-2505s

ITEM	PERCENT AND NUMBER OF PTs USING		PERCENT AND NUMBER OF YN-2505s USING	
	%	NO.	%	NO.
Zerox Machine	69.9	209	66.0	310
Typewriter	68.9	206	71.9	338
35MM Slide Projector	46.8	140	21.1	99
Overhead Projector	43.8	131	14.0	66
Incinerator	43.8	131	33.0	155
16MM Motion Picture Projector	36.8	110	14.0	66
Paper Publication Shredder	35.8	107	31.1	146
1/2 Ton Pick-Up Truck	32.8	98	25.1	118
Passenger Car	30.1	90	38.9	183
Opaque Projector	29.1	87	8.1	38
Adding Machine	26.1	78	26.0	122
Tape Recorder	24.1	72	20.0	94
Polaroid Copy Camera	24.0	72	6.0	28
IBM Keypunch Machine	23.1	69	11.9	56
Mimeograph Machine	23.0	69	21.9	103
Embossing Machine	22.1	66	20.0	94
Calculator	20.0	60	11.1	52
35MM Camera	17.0	51	11.1	52
Ditto Machine	16.0	48	21.1	99
3M Copier	13.0	39	17.0	80
Hand Held Polaroid Camera	12.0	36	8.9	42
Binoculars	11.0	33	8.9	42
35MM Accessory Lens	11.0	33	8.1	38
Teletype Machine	10.7	32	26.0	122
Thermofax Machine	10.7	32	11.9	56
Recorder/Reader Printer	8.3	24	7.0	33

ITEM	PERCENT AND NUMBER OF PTs USING		PERCENT AND NUMBER OF YN-2505s USING	
	%	NO.	%	NO.
Photographic Light Meters	6.0	18	4.0	19
IBM Document Viewer	6.0	18	1.9	9
Photographer Enlarger	5.0	15	6.0	28
IBM 9922 (Microfilm Reader)	4.0	12	1.9	9
Multiplex Slide Storage Cabinet	3.0	9	3.0	14
One-Arm Protractor	3.0	9	1.0	5
Multilith Offset Printer	3.0	9	4.0	19
Photographic Developing Tanks	2.0	6	6.0	28
Passenger Bus	2.0	6	3.0	14
Kodak Film Processor	2.0	6	1.0	5
Control Data Display System	2.0	6	3.0	14
Quartermaster Plotting Kit	2.0	6	4.0	19
Recordax Microfilm Machine	2.0	6	4.0	19
Magnetic Card Typewriter	1.0	3	1.9	9
Addressograph Machine	1.0	3	3.0	14
Calculator Computer & Plotter	1.0	3	1.9	9
3M Processor Camera	1.0	3	.2	1

The greatest amount of equipment and numbers of personnel using it is in the areas of administration, plotting, and ADP. Photographic equipment is used extensively by both groups of personnel.

EQUIPMENT USED PREDOMINANTLY BY PTs

ITEM	PERCENT AND NUMBER OF PTs USING		PERCENT AND NUMBER OF YN-2505s USING	
	%	NO.	%	NO.
Light Table	64.2	192	7.0	33
Table Magnifier	62.9	188	.2	1
Stereoscope	57.9	173	1.9	9
Slide Rule	57.9	173	.9	4
Weems Plotter	56.9	170	.6	3
Boxwood Scale	53.9	161	0	--
Proportional Dividers	49.8	149	6.0	28

ITEM	PERCENT AND NUMBER OF PTs USING		PERCENT AND NUMBER OF YN-2505s USING	
	%	NO.	%	NO.
Drafting Table	46.1	138	8.1	38
T-Square	41.8	125	7.0	33
Leroy Lettering Set	41.1	123	11.9	56
Circular Compass	40.8	122	4.0	19
Pocket PI Kit	40.1	120	3.0	14
Drafting Compass	34.1	102	.2	1
Zoom Microscope	32.1	96	.2	1
Ozalid Machine	18.1	54	1.9	9
Film Titling Machine	14.1	42	.4	2
GBC Binder	11.0	33	.2	1
Mitran Camera	11.0	33	1.1	5
Diazo Machine	10.0	30	.4	2
Stereometric Comparison Viewer (SCV)	10.0	30	.4	2
GBC Punch	10.0	30	1.1	5
35MM Slide Mounting Press	9.0	27	--	--
Dry Mounting Press	9.0	27	1.0	5
Vari Type/Headliner Machine	8.0	24	3.0	14
Closed Circuit TV Camera	8.0	24	1.0	5
ITEC Reader/Printer	8.0	24	2.0	9
IBM 083 Sorter	8.0	24	2.0	9
Hand Held Aerial Camera	7.0	21	--	--
Digital Plotter	5.0	15	--	--
IBM 88 Collator	5.0	15	1.1	5
Stereometer	4.0	12	--	--
Magnetic Tape Processor	3.0	9	.4	2
ITEC Micro Printer	3.0	9	.4	2
Veri Scan Viewer	2.0	6	--	--
Aircraft Radar Camera	2.0	6	--	--
Film Duplicator Machine	1.0	3	.4	2
Photographic Retouching Equipment	.7	2	.2	1

EQUIPMENT USED PREDOMINATELY BY YN-2505s

Mobile Two Ray Radio	4.7	14	9.4	44
SCV Copy Machine	3.7	11	11.0	52
BR-90 (Vass)	.3	1	3.8	18
H/L 17 Mechanical OTP	.3	1	4.0	19
Python Equipment	.3	1	4.0	19
Magnetic Tape Teletype	.3	1	.4	2
Magnetic Tape Typewriter	.3	1	4.0	19
Cupid Equipment	--	--	1.1	5
Adonis Equipment	--	--	3.0	14
IBM Transcriber	--	--	1.3	6

ATTACHMENT I

SPECIAL INSTRUCTIONS
Part G

The statements which you will read on the following pages are not intended to invade your privacy as an individual or to compromise your position as a member of the U.S. Navy. They are designed to provide you with a way to express yourself in relation to the job you are now performing, the way in which you perform, the environment or atmosphere in which you perform, and how you feel about the job as a whole. Your responses are valuable information to be studied and considered for possible future improvements in your rating and its structure.

Please read each statement carefully and select the block which best represents the level you feel would answer the following questions:

(a) How much is there now?
(b) How much should there be?

Indicate your decision by blackening in the appropriate block, starting on page 18 of the Response Packet, rating the statement from 1 (MINIMUM) to 5 (MAXIMUM).

The first statement "Opportunity for Achievement", is prezented as shown in the following example:

1. Opportunity for Achievement

If you were to choose level 2 for "How much is there now?" and level 5 for "How much should there be?", your response sheet would liik like this:

G. ITEM NUMBER		1	2	3	4	5
HOW MUCH IS THERE NOW?	MIN.	1	1	1	1	1
		■	2	2	2	2
		3	3	3	3	3
		4	4	4	4	4
	MAX	5	5	5	5	5
HOW MUCH SHOULD THERE BE?	MIN.	1	1	1	1	1
		2	2	2	2	2
		3	3	3	3	3
		4	4	4	4	4
	MAX.	■	5	5	5	5

Please be careful to match item numbers and to mark a response in <u>each</u> section when marking your decisions on the response sheet. Each statement must have <u>two</u> responses.

Now go on and respond to each statement in this way beginning with item number ONE.

1. OPPORTUNITY FOR ACHIEVEMENT
2. JOB APPEAL
3. TRAINING FOR THE JOB
4. RESOURCES TO DO JOB
5. RECOGNITION FOR WORK DONE
6. RESPONSIBILITY AND INDEPENDENCE IN CARRYING OUT JOB
7. FREEDOM FROM RESTRICTIVE RULES AND REGULATIONS
8. OPPORTUNITY FOR PROMOTION
9. JOB PRESSURES
10. COMPETENCE OF SENIORS
11. ADEQUACY OF LIVING CONDITIONS
12. COMPETENCE OF SUBORDINATES
13. GUIDANCE AND TERMS OF REFERENCE
14. CHANCE TO DO PRIMARY JOB
15. ADEQUACY OF RELATIONS WITH SUPERVISORS
16. ADEQUACY OF WORK SURROUNDINGS AND ATMOSPHERE
17. PAY
18. ALLOWANCES
19. OPPORTUNITY FOR GROWING AND DEVELOPING
20. ADEQUATE OPERATION OF THE MILITARY SYSTEM

21. STATUS WITHIN THE ORGANIZATION

22. OPPORTUNITY TO SEE WORK RESULTS

23. OPPORTUNITY TO HAVE PRIDE FOR THE SERVICE

24. OPPORTUNITY FOR PROVING SELF

25. ACCEPTANCE OF RECOMMENDATIONS

26. FREQUENCY OF JOB CHANGES

27. WORTHWHILENESS OF WORK

28. OPPORTUNITY TO CONTRIBUTE

29. JOB CHALLENGE

30. OPPORTUNITY TO DO ENTIRE JOB

31. FAIR TREATMENT BY THE SYSTEM

32. PROPER UTILIZATION OF MONEY AND/OR RESOURCES

33. OPPORTUNITY FOR HELPING OTHERS

34. ADEQUACY OF RELATIONS WITH SUBORDINATES

STOP

In items 35 and 36, evaluate your job and your military career in the terms of the satisfaction derived from it. Using only the "How much is there now" section, pick a value of 1-5 (1=Minimum, 5=Maximum) to indicate your level of job satisfaction.

35. PRESENT JOB SATISFACTION
36. OVERALL MILITARY CAREER SATISFACTION

NOTE

This concludes the Task Inventory and the Naval Personnel Research and Development Laboratory again wishes to thank you for your cooperation and contributions to the Naval Occupational Task Analysis Program.

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CINCLANTFLT (N-2) (3)
CINCPACFLT (N-2) (3)
CINCUSNAVEUR (N-2) (3)
CNARESTRA
CNO
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(OP-05F)
(OP-09B)
(OP-099)
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COMOPTEVFOR (Code-226)
COMNAVINTCOM (NIC-113) (30)
FICLANT (2)
FICPAC (2)
FICEUR (2)
NAVPERSTRARSCHLAB (3)
NAVSAFECEN (3)
NAVSUBMEDCEN
NIPSTRAFAC
NIS HQ. (2)
OASN (M&RA)
OIC, NAVTRASUPDET
OIC, NTPC (Millington, Tenn)
AFAITC, Lowry AFB, Colo.(2)
AFHRL (AFSC) (2)
ILDG, NTC, SSC, San Diego, California
Navy Unit, Lowry AFB, Colorado (2)
U.S. Coast Guard
U.S. Marine Corps (A01H)
U.S. Army (DAPO-PMR)
PQS Development Group, NTC, SSC, San Diego, California